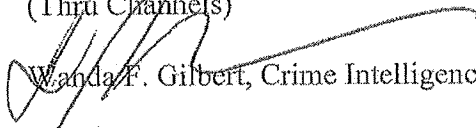

MIAMI GARDENS POLICE DEPARTMENT

DATE: July 26, 2010

TO: Matthew Boyd, Chief of Police
(Thru Channels)

FROM:  Wanda F. Gilbert, Crime Intelligence Analyst

SUBJECT: Hostile Work Environment and Unfair Work Practices

Since my tenure, as a Crime Analyst with the Miami Gardens Police Department, I have observed and witnessed many questionable situations of unfairness, favoritism, and blatant racism.

I have met with you separately on several occasions and expressed my concerns of a hostile working environment under Major Anthony Chapman and Captain Frank Trujillo without resolution. During our last meeting, we discussed my situation and concerns, and you informed me that you were doing your investigation and would get back to me. However, to date chief, I have not received any response as to a resolution of my concerns. It's not a secret that some of the main problems I feel that I've experienced are with some of your management staff. It's a cozy good-old boys' network that has prevented me and many of the African American sworn and civilian employees within the department the ability to exhale.

One example would be the egregious incident that happened to my co-worker Thaddeus Knight. Prior to his resignation on March 15, 2010, he was debased and marginalized by one of your managers who called him a "Court Jester". The term "Court Jester" in and of itself is a derogatory term that is especially offensive to African Americans. The deputy chief took it to an even higher level by making this comment in front of other employees. I was devastated when Mr. Knight told me what your Deputy Chief called him. He was clearly dejected from that day until his departure from the Miami Gardens Police Department.

The departure of Mr. Knight created an opening for a Crime Analyst that was posted on 03/12/10, with a salary range of (\$58,428.82 min. to \$73,036.03 mid/DOQ). The posted salary represented a substantial increase that undermined my salary and my years of experience. Considering the salary range posted to replace my co-worker it was my immediate expectation that I would automatically be upgraded with a salary increase commensurate with the new rate.



On April 6, 2010, I spoke with Deputy Chief Miller, and I asked him, "was there a salary adjustment in process for me?" Deputy Miller's response was nonverbal however he looked chagrined. I asked him, "How can you justify bringing in another Analyst with a higher salary than mine?" Deputy Miller stated that, he would find out and get back to me. I told him that, it was common knowledge that this position was rife with collusion because the candidate was already selected. Some of the African American female civilians within the department inquired about the position and were clandestinely discouraged from applying for the job. Interviews were held and the job was indeed offered to the candidate who subsequently turned the position down.

On May 05, 2010, Major Chapman told me that the candidate turned the job down, so they offered the job to another candidate.

On May 13, 2010, Major Chapman told me that the new candidate didn't make it through the background check.

On May 13, 2010, a new job announcement was posted and the salary range (\$59,013.11 min. to \$73,766.39 mid/DOQ), another increase, higher than the job announcement on 03/12/10.

On May 28, 2010, Deputy Chief Miller sent me an email stating, he spoke with the manager's office and was told that due to current budget issues, there will be no salary adjustments or position reevaluations at this time.

I went to his office for further clarification of the email and he reiterated that he was told that there would be no adjustments. I explained to him that it's not a salary adjustment; it's the salary that was posted.

The city has made salary adjustments for several positions within the city. I assumed the analyst position had been upgraded with the new job announcement. Deputy Chief Miller then stated, "He wasn't going to pay this type of salary to an analyst." He then tried to justify his comments by going online to Metro-Miami Dade employment site for crime analysts' position and salary ranges. I found his comments particularly offensive considering that the job had already been offered at a higher salary to other candidates under his watch. Should I believe he only became aware of the disparity during our conversation???? His conversation left me to fill in the blanks. This reaction to my questions is emblematic of the way management has treated me, (not with honesty but with punitive actions.) This is why there is a need for employee protection within this organization. Finally, I asked him who made the decision? He stated it was Deputy City Manager Rene Farmer-Crichton. He stated that he had nothing to do with it; he would inquire again and get back to me.

On June 06, 2010, a subsequent Crime Analyst position was posted with a substantially lower salary of (\$41,230 min to \$51,538 mid/DOQ). Clearly, another blatant and punitive decision was adopted. It's understood, even when it's not verbalized, that certain people enjoy the benefits of skin privilege.

On June 07, 2010, Deputy Miller summoned me to his office with Major Chapman. Deputy Miller stated that HR made a mistake with the salary postings. He blamed it on a previous employee (Hillary Julien) that has not worked for the City of Miami Gardens in approximately 2 years. He stated she had input a wrong code in the system for this position. This statement was very disingenuous and insulting.

Systemic, structural and institutional racism still creates barriers for people, especially women of color, resulting in disparities in income and career advancement within the Miami Gardens Police Department. The lack of comprehensive acknowledgment of structural racism within the police department and its impact is one of the reasons that some in management believe discrimination doesn't exist because the chief is African American. The egregious acts that have been allowed to happen within the department has made it difficult to rally around the "We are family in the Gardens mantra." The Miami Gardens Police department publicly esteems itself as an ethnic melting pot but privately misses the mark by promoting a racially bias system of unfairness and injustice.

The issues that plague our department are so voluminous in my opinion that it would be a herculean task to try to address them in a single letter. There is a culture of virtual bars, walls and ceilings for the African American officers and civilian employees of disenfranchisement that are invisible to see with the naked eye. I would implore you to conduct your own research and fact-finding which would make some of the challenges you face within the department incandescently clear.

Whether we like it or not, there is hostility, fear and apprehensiveness in this department. Even as I have continued to witness acts of unfairness, I am particular sensitive to not painting racism with a broad brush.

This letter is written in the spirit of our city's ("OUR PROMISE") pledge. I have courageously shared my views and experiences since working for the City of Miami Gardens. In this letter, I have honestly and constructively dissented based on what I have I shared. I have done this because it is clear, we cannot advance our goals with the aforementioned roadblocks in our pathway.